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Now we did this all on the basis of merit and performance. We did this on some criteria that somebody has established. That's wrong. If we've got seven percent of money to give let's do it across the board. No one has come to this Legislature with any kind of a system that really guarantees us that we're rewarding people on the basis of merit. They've talked on the basis of the fact that we have a high demand for people in terms of the jobs they perform, then change the job classification. I think that that employee is just as meritorious and does his job just as well, whether or not you consider it a menial task or not, whether it's cleaning this building or whether it's clearing the roads or whether it's typing the ... for state purposes or serving in any of the agencies.

Again, let me remind you that several thousand of our employees still make less than \$7,000 a year. What we're going to do is we're going to take that money and we're going to parlay it to those who make the most. We're going to penalize those who make the least. That is a system that is intolerable to me.

I'd like to ask a question of either Senator Marvel or Senator Bereuter, whoever is the prime author of this particular merit raise system on the Appropriations Committee. Well, Senator Goodrich, I'll ask you. I want to remove Senator Marvel's name from the list and Senator Bereuter's. I would like to ask Senator Goodrich a question.

SENATOR GOODRICH: Fire away.

SENATOR F. LEWIS: Senator Goodrich.

SENATOR GOODRICH: Yes sir.

SENATOR F. LEWIS: Have we had merit pay before?

SENATOR GOODRICH: Not recently.

SENATOR F. LEWIS: Not recently? Never?

SENATOR GOODRICH: Not recently.

SENATOR F. LEWIS: Did you do a study of where the money went on the previous merit pay system?

SENATOR GOODRICH: In the past three or four years we've been giving the straight percent or the, like last year, or we've been giving a flat dollar amount plus a percent.

SENATOR F. LEWIS: Now, Senator Goodrich, in previous experiences of merit pay, who was the recipient of the money ... of the merit money?

SENATOR GOODRICH: The employee who was willing to work and be an aggressive, good employee, not the one that was willing to slack off and just get by.